## JOB APPLICATION FORM

*Please note that a CV will not be accepted.*

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| **Job Title and Location** (Please indicate the Job Title and Location you are applying for): |
| **Where did you see or hear of this job?** (if online please state the website): |
| **Closing Date:** |
| **Contact**: |

**Personal Details**

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| **Title** (Mr/Mrs/Ms/Miss/Other): | **Are you applying for a job share?** | Yes/No |
| **Surname/Last Name**: | **First Names**:  **Other Names**: | |
| **Home Address including postcode**: | **Telephone Number** (Home):  **Telephone Number** (Business):  **Telephone Number** (Mobile):  **Email address**: | |
| **Address for Correspondence** (if different to home address): | **NI Number**:  **DfE Number** (Qualified Teachers only):    **Date Awarded**:  **Do you hold a current driving licence?:**  Yes / No  Full / Provisional / LGV / PCV | |

**Education/Technical/Professional Qualifications**

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| **Higher / Further / Secondary Education / Other Qualifications (most recent first)** | | | | |
| **School/College/University** | **Subjects / Qualifications** | **Dates** | | **Grade** |
| **From** | **To** |
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| **Relevant Training Courses Details** | | |
| **Course Title and Organising body** | **Length of course** | **Year** |
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| **Membership of professional bodies** | | |
| **Name of body** | **Type of membership** | **Date obtained** |
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**Employment History**

Please give details of **all** jobs held including part time and unpaid work, **starting with your present** **/last employer.** If you are still training, please include details of your most recent placement here.

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| **Present or most recent Employment** | |
| **Job Title**: | **Employer**: |
| **Current Salary**: | **Address**: |
| **Full or Part-Time (if part time give hours/FTE):** |
| **Current Scale if applicable**: |
| **Employed from**: | **Employed to**: |
| **Notice Required**: | **Reason for leaving**: |
| **Please give a brief description of current duties, responsibilities and achievements**: | |

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| **Previous Employment (Please add further boxes if applicable)** | | | | | |
| **Employer (Name**  **& Full Address)** | **Jobs held and**  **main duties (add hours/FTE worked?)** | **From** | **To** | **Salary/**  **Grade** | **Reason for leaving** |
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**Information in Support of Application**

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| *Please demonstrate using examples how your knowledge, experience and skills meet the job requirements described in the person specification. Please include your reasons for applying for this post.*  ***Please use the space provided below rather than a separate document - no longer than 2 sides of A4.*** |

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**Referees**

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| Please indicate two people who can provide references, one of whom **must** be your present/last employer as normally no offer of employment will be made without reference to him/her. Friends and relatives are NOT acceptable referees. If you have not previously been employed, then Head Teachers, College Lecturers, or other persons who are able to comment authoritatively on your educational background and/or personal qualities, are acceptable as referees.  The Trust reserves the right to approach any previous employer or manager. Where references are received prior to interview, an opportunity will be given to discuss the content of references with the interviewing panel. | |
| **Name**:  **Address**:  **Tel. No**:  **E-mail**:  **Occupation**:  **Relationship** (e.g. Manager):  Please note references will be taken up prior to interview for all shortlisted candidates. | **Name**:  **Address**:  **Tel. No**:  **E-mail**:  **Occupation**:  **Relationship** (e.g. Manager):  Please note references will be taken up prior to interview for all shortlisted candidates. |
| You may be able to provide a clerical reference (church referee) and we would welcome this: | |
| **Name**:  **Address**:  **Tel No:**  **Email**:  **Position:** | |

**Applicant Commitment to Safeguarding**

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| The Trust is committed to safeguarding & promoting the welfare of children and young people, as well as adults at risk, in line with the ‘Safeguarding Children and Safer Recruitment in Education’ guidance issued by the Department for Education and expects all staff and volunteers to share this commitment.  **Agreement Statement**  By signing this declaration, I confirm that I understand and agree with the Trust’s commitment to safeguarding.  I confirm that I am not disqualified from work with children, or subject to any sanctions imposed by a regulatory body. I am aware that this post requires an Enhanced Disclosure from the DBS.  ***Signed: Date:*** |

**Protection of Children**

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| The Trust is required under law and guidance to check the criminal background of all employees. Decisions to appoint will be subject to consideration of an enhanced disclosure, including a Barred List check, from the Disclosure and Barring Service. Because of the nature of the work for which you are applying, this post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).  The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered ‘protected’. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.  **Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website, which can be accessed here:**  <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>  If shortlisted for an interview you will be required to disclose to us information about any:   * adult cautions (simple or conditional); * **unspent** conditional cautions; * **unspent** convictions in a Court of Law; and * spent convictions that are **not protected** as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020   so that a police check can be carried out if you are offered an appointment. This information can be disclosed either verbally at interview or by completing a relevant conviction form after interview if that is your preference.  If you are subsequently employed by the Trust and it is found that you failed to disclose any relevant previous convictions or cautions as defined above, this could result in dismissal, or disciplinary action being taken by the Trust. During the course of your employment with the Trust, should you be arrested by the police you are obliged to notify the Headteacher of this immediately (even if de-arrested or all charges dropped). Failure to do so could result in disciplinary action being taken which could result in dismissal. All information will be treated in confidence and will only be considered in relation to any application for posts for which the exemption order applies.  We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff and volunteers to share this commitment. Successful applicants will receive the Safeguarding Policy that outlines the duties and responsibilities of the employer and all employees. |

**Equality and Reasonable Adjustments**

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| The Equality Act 2010 states a person has a disability if they have a physical or mental impairment which has a long-term and substantial adverse effect on their ability to carry out normal day-to-day activities. We will consider reasonable adjustments to enable disabled applicants to have equal access to employment opportunities via the selection process. We are committed to the development of positive practices to promote equality in employment. If you would like to declare your disability so that we can make reasonable adjustments to the selection process, please tick the appropriate box below. | |
| **Do you consider yourself to be disabled?** | Yes / No |
| **If yes, please give brief details of the effects of your disability on your day-to-day activities, and any other information that you feel would help us to accommodate your needs during your interview and fulfil our obligations under the Equality Act 2010**: | |
| Successful applicants will be required to complete a confidential medical questionnaire and may be required to undergo a medical examination | |

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| All candidates for employment must state in writing whether they are the parent, grandparent, partner, child, stepchild, adopted child, grandchild, brother, sister, uncle, aunt, nephew or niece of an existing Trustee or employee of the Diocese of Salisbury Academy Trust.  **Are you related to an existing Trustee or employee of the Diocese of Salisbury Academy Trust as described above?**  Yes / No  **If yes, please provide the following details**:  **Surname/Last Name**: **First Names**:  **Address**: **Relationship**: | |
| **Are there any restrictions to your residence in the UK which might affect your right to take up employment with the Trust?**  Yes / No | |
| **If Yes, please provide details**: | |
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| **Data Protection Act 1998**  I hereby give my consent for personal information (including recruitment monitoring) provided as part of this application to be held on computer or other relevant filing systems and to be shared with other accredited organisations or agencies in accordance with the Data Protection Act 1998. Signed: Date: |

*The personal information collected on this form will be processed on computer to manage your application. If successful, your personal information will be retained whilst you are an employee and used for payroll, pension and employee administration. It will not ordinarily be disclosed to anyone outside the Trust without first seeking your permission, unless there is a statutory reason for doing so. We are under duty to protect the public funds that we administer and to this end may use the information you have provided on this form for the prevention and detection of fraud. It may also share this information with other bodies responsible for auditing or administering public funds for these purposes.*

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| If you return your application form to us by email and you are subsequently invited to interview, you will be required to sign a printed copy of your form.  **I declare that, to the best of my knowledge and belief, the information given on ALL parts of this form is correct. I understand that, should my application be successful and it is discovered subsequently that information has been falsified, then disciplinary action may be taken which may include dismissal from the post.**  **I confirm that I have a legal right to work in the UK and if this application is successful, I undertake to produce appropriate documentary evidence to prove this, prior to commencing work with the Trust.** | |
| Signature:  Print Name: | Date |
| **Please return your completed form by email, post or by hand by the closing date to:**  [**admin@southbroomstjames.dsat.org.uk**](mailto:admin@southbroomstjames.dsat.org.uk) **or Southbroom St James Academy, Nursteed Road, Devizes, Wiltshire, SN10 3AH** | |

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**Equality and Diversity Monitoring**

DSAT wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity. The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary. The information you provide will stay confidential, and be stored securely and limited to only some staff in the organisation’s Human Resources section.

| **Confidential**  *Double-click the check box to mark the correct choice* | | | | |
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| Gender | Male  Female  Prefer not to say | | | |
| Are you married or in a civil partnership? | Yes  No  Prefer not to say | | | |
| What is your sexual orientation? | Heterosexual  Gay woman/lesbian  Gay man  Bisexual  Prefer not to say If other, please write in: | | | |
| What is your religion or belief? | No religion or belief  Buddhist  Christian  Hindu  Jewish  Muslim  Sikh  Prefer not to say  If other religion or belief, please write in: | | | |
| What is your ethnicity | *White*  English  Welsh  Scottish  Northern Irish  Irish  British  Gypsy or Irish Traveller  Prefer not to say  Any other white background, please write in: | | | |
| *Mixed/multiple ethnic groups*  White and Black Caribbean  White and Black African  White and Asian  Prefer not to say  Any other mixed background, please write in: | | | |
| *Asian/Asian British*  Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say  Any other Asian background, please write in: | | | |
| *Black/ African/ Caribbean/ Black British*  African  Caribbean  Prefer not to say  Any other Black/African/Caribbean background, please write in: | | | |
| *Other ethnic group*  Arab  Prefer not to say  Any other ethnic group, please write in: | | | |
| Do you consider yourself to have a disability or health condition? | Yes  No  Prefer not to say  What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:  *The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.* | | | |
| What is your current working pattern? | Full-time  Part-time  Prefer not to say | | | |
| What is your flexible working arrangement? | None  Flexi-time  Staggered hours  Term-time hours  Annualised hours  Job-share  Flexible shifts  Compressed hours  Homeworking  Prefer not to say  If other, please write in: | | | |
| Do you have caring responsibilities? If yes, please tick all that apply | None  Primary carer of a child/children (under 18)  Primary carer of disabled child/children  Primary carer of disabled adult (18 and over)  Primary carer of older person  Secondary carer (another person carries out the main role)  Prefer not to say | | | |
| Age Range | 16-24  45-54 | 25-34  55-64 | 35-44  65+ | Prefer not to say |